

Cabinet



Date of meeting:	09 March 2023
Title of Report:	Our Commitment to Equality and Diversity
Lead Member:	Councillor Rebecca Smith (Cabinet Member for Homes & Communities)
Lead Strategic Director:	Giles Perritt (Assistant Chief Executive)
Author:	Laura Hill, Policy and Intelligence Advisor
Contact Email:	Laura.hill@plymouth.gov.uk
Your Reference:	LH010323
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

This paper sets out the progress that the Council has made towards meeting its Public Sector Equality Duty and promoting equality in 2022.

The paper acknowledges that there has been progress towards meeting the outcomes set out in the Equality and Diversity Action Plan (2021-22). It also acknowledges that further work is required for equality and diversity to be fully mainstreamed across the Council.

The paper includes an updated Equality and Diversity Action Plan for 2023/24 to enable equality and diversity to be further embedded across the Council.

Recommendations and Reasons

Cabinet is asked to:

1. Note the progress set out in the Our Commitment to Equality and Diversity document.
2. Endorse the accompanying updated Equality and Diversity Action Plan for 2023/24.

Alternative options considered and rejected

Option 1 - do nothing

Under the Equality Act (2010) Plymouth City Council is subject to the Public Sector Equality Duty therefore the option to do nothing is not recommended.

Relevance to the Corporate Plan and/or the Plymouth Plan

The Council's Corporate Plan sets out our ambition to be 'one of Europe's most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone'. To achieve this ambition we need to ensure any decision we take does not adversely impact communities sharing protected characteristics under the Equality Act (2010).

Sign off:

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Originating Senior Leadership Team member: Kim Brown, Service Director for HROD											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 01/03/2023											
Cabinet Member approval: Councillor Rebecca Smith (Cabinet Member for Homes & Communities) approved by email Date approved: 01/03/2023											